

Reinstatement Scenarios

Proposed Procedures effective 8/2/04

P-4-8. Reinstatement is a discretionary appointment to the same or equivalent class from which a former certified employee resigned in good standing ~~on or after April 1, 1992~~. The former employee may be reinstated to a related class with a lower grade maximum than the previous class. EFFECTIVE AUGUST 2, 2004, THE DATE THE EMPLOYEE RESIGNED SHALL NOT BE A FACTOR IN DETERMINING ELIGIBILITY FOR REINSTATEMENT.

P-5-11 General Provisions. FOR PURPOSES OF RESTORATION, CURRENT EMPLOYEES WHO WOULD HAVE BEEN ELIGIBLE TO REINSTATE EXCEPT FOR THE 5-YEAR OR 1-YEAR LIMITATION, SHALL HAVE THEIR LEAVE EARNING AND MAXIMUM ACCRUAL RATES RESTORED. HOWEVER, LEAVE BALANCES SHALL NOT BE ADJUSTED NOR SHALL PREVIOUSLY ACCRUED SICK LEAVE HOURS BE RESTORED.

Employee rehired after Procedure Change	
Hire date 9/04 with 5 years previous service (1970-1975)	
Current Practice	Proposed Practice
Leave Earning: AL on the 9/04 rehire date: 8 hrs/mo	Leave Earning: AL on the 9/04 rehire date: 10 hrs/mo
SL Max: 360	SL Max: 360
SL Restoration: No	SL Restoration: Yes

Employee rehired before Procedure Change	
Hire date 3/92 with 5 years previous service (1970-1975) (Employee is not eligible to reinstate because of the 5-year limit on reinstatement)	
Current Practice	Proposed Practice
Leave Earning: AL on the 3/92 rehire date: 8 hrs/mo AL as of today: 12 hrs/mo	Leave Earning upon procedure effective date: AL changes from 12 hrs/mo to 14 hrs/mo with no retroactive adjustment
SL Max: 360	SL Max: 360
SL Restoration: No	SL Restoration: No

Employee rehired before Procedure Change	
Hire date 4/92 with 5 years previous service (1970-1975) (Employee is eligible to reinstate)	
Current Practice	Proposed Practice
Leave Earning: AL on 4/92 rehire date: 10 hrs/mo AL as of today: 14 hrs/mo	Leave Earning upon procedure effective date: AL is already at 14 hrs/mo so no adjustment is necessary
SL Max: 360	SL Max: 360
SL Restoration: Yes	SL Restoration: No change

Employee rehired before Procedure Change

Hire date 1/2004 with 5 years previous service (1985-1990)
(Employee is ineligible to reinstate)

Current Practice	Proposed Practice
Leave Earning: AL on 7/2004 rehire date: 8 hrs/mo AL as of today: 8 hrs/mo	Leave Earning upon procedure effective date: AL changes from 8 hrs/mo to 10 hrs/mo with no retroactive adjustment
SL Max: 360	SL Max: *Individual sick leave maximum restored.
SL Restoration: No	SL Restoration: No

*Maximum sick leave accruals were limited to 360 beginning July 1, 1988. Employees in the system on 7/1/88 had their sick leave balance added to the 360 for individual sick leave maximum accrual.